

**WAGE AND CLASSIFICATION STUDY
FOR THE ALABAMA DEPARTMENT OF MENTAL HEALTH
AND MENTAL RETARDATION
BEGINS**

BACKGROUND

The last comprehensive study of the Department's Exempt Classification System occurred in 1985. Changes in the workplace and work assignments over that period have caused the Department to seek the assistance of a consultant to examine the classification and pay structures for exempt employees. The goals of this study are to ensure equity and consistency throughout the pay and classification system, as well as to enhance the Department's ability to recruit and retain well-qualified staff in a very competitive labor market.

This study will:

- 1. Compare current job classifications to the work actually being assigned and make recommendations for needed revisions to current job classifications.*
- 2. Compare the content of specific job classifications to other job classifications within the same pay range and make recommendations.*
- 3. Identify factors that accurately reflect the value of different kinds of work performed and those that do not have adverse impact on individuals because of race, color, age, gender, or national origin.*
- 4. Develop a comprehensive classification/compensation plan based upon objective analysis and evaluation of job content.*
- 5. Develop recommendations and calculate the Department's cost of implanting recommendations.*
- 6. Develop an instrument for the ongoing administration and maintenance of the proposed classification and compensation plan.*

The Department issued a Request for Proposals from qualified firms. A selection committee was formed, and a number of proposals were reviewed. The selection committee decided to select The Segal Company to assist the Department in this study. The study commenced on April 3rd when the Segal project managers met with key staff from the Department to outline the parameters of the engagement.

THE SEGAL COMPANY

The Segal Company is an international firm of employee, benefits, compensation and human resources consultants that was established in 1939. The Segal Company has a lengthy list of health-related clients, and has conducted similar studies for the Maryland Department of Health and Mental Hygiene (DHMH) and West Tennessee Healthcare. Segal was recently awarded another DHMH contract to perform a comprehensive labor-market and best practices analysis. Segal staff will work closely with the Department in fulfilling the project plan.